

COMPARISON GUIDE

# HeyLoopy vs TalentLMS: When Easy Setup Isn't Enough

TalentLMS is a popular, well-rated learning management system. But popularity and ease of use don't guarantee that your team retains what they learn. This guide compares two fundamentally different approaches to corporate training.

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## Executive Summary

This comparison guide is written for training leaders, L&D professionals, and operations managers evaluating learning platforms for their teams. It presents an honest, data-driven comparison of TalentLMS and HeyLoopy - two platforms that approach corporate training from fundamentally different angles.

**TalentLMS** is a well-established, cloud-based learning management system built for simplicity and speed. Founded in 2012, it serves 70,000+ teams across 124 countries and carries a 4.78/5 rating on eLearningIndustry (313 reviews) and a 4.5/5 on Gartner Peer Insights (25 reviews). It excels at what a traditional LMS does: hosting courses, tracking completions, and making training administration painless.

**HeyLoopy** is an AI-powered micro-learning platform designed around a different premise: that the goal of training isn't completion - it's retention. Rather than hosting static courses, HeyLoopy generates personalized daily micro-lessons from your existing documents, uses spaced repetition to combat the forgetting curve, and provides an AI coach that answers employee questions directly from your institutional knowledge base.

Both platforms have legitimate strengths. The right choice depends on what you're optimizing for: **ease of course delivery** or **lasting knowledge retention**.

### The core question

Organizations spend an average of \$1,280 per employee per year on training (ATD 2022). Without reinforcement, learners forget 70% of new material within a week. If your platform makes delivery easy but doesn't address retention, what are you actually buying?

# TalentLMS: Platform Profile

**4.78/5**

eLearningIndustry rating (313 reviews)

**4.5/5**

Gartner Peer Insights rating (25 reviews)

**70K+**

Teams across 124 countries

## What It Is

TalentLMS is a cloud-based learning management system designed to make training setup fast, affordable, and accessible. It's built to get a "yes" from everyone - learners, admins, and budget holders. Notable customers include Amazon, Meta, eBay, OpenAI, and Isuzu.

## Core Strengths

- **Rapid deployment:** No technical help needed. Courses can be live in hours. Gartner reviewers rate Integration & Deployment at 4.3/5.
- **Affordable pricing:** Starting at \$119/month with a free tier for small teams. One of the most budget-friendly LMS options available.
- **User experience:** Clean interface across desktop, tablet, and smartphone. Gamification (badges, certificates, leaderboards) drives engagement.
- **Reporting:** Useful dashboards for L&D teams and department leads. Gartner reviewers rate Evaluation & Contracting at 4.7/5.
- **Broad use cases:** Employee onboarding, compliance, customer training, and extended enterprise from a single account.
- **Standards support:** SCORM 1.2, xAPI/Tin Can, and Section 508 accessibility compliance.

## Known Limitations

Based on Gartner Peer Insights reviews and industry analysis:

- **Integration complexity:** Reviewers note that "integrating courses into the platform is very complex" despite the platform itself being easy to set up.
- **Scalability concerns:** "May prove cumbersome for larger organizations with complex training needs."
- **Content costs:** "Content costs can quickly climb beyond initial pricing estimates," especially with the TalentLibrary add-on.

- **Customization effort:** "Customization is complex and requires effort" for organizations with specific branding or workflow needs.
- **No AI coaching:** Lacks an AI layer that can answer employee questions from training materials or generate content from existing documentation.
- **Limited retention tools:** No built-in spaced repetition, adaptive review scheduling, or knowledge reinforcement beyond quizzes at end of course.

## Pricing

TalentLMS offers tiered pricing starting at \$119/month. A free plan is available with limited users and features. TalentLibrary (pre-built course library) is a paid add-on. Enterprise custom pricing available for larger deployments.

# The Fundamental Gap: Delivery vs. Retention

Every traditional LMS - TalentLMS included - is built around a course-centric model: create content, assign it to learners, and track who completed it. This model optimizes for **delivery efficiency**.

HeyLoopy is built around a different model: generate training from your documents, deliver it in daily micro-sessions, reinforce it with spaced repetition, and verify retention over time. This model optimizes for **knowledge retention**.

The distinction matters because these two models produce measurably different outcomes.

## What cognitive science tells us

**The forgetting curve** (Ebbinghaus, replicated extensively): Without reinforcement, learners forget approximately 70% of new material within one week and 90% within one month. A single training session, no matter how well designed, cannot overcome this.

**Spaced repetition** produces 200%+ better long-term retention than massed practice (cramming or one-time delivery). This is one of the most replicated findings in cognitive psychology.

**Active recall** - retrieving information from memory rather than re-reading it - strengthens neural pathways and produces stronger, more durable learning than passive review.

**Micro-learning** (5-10 minute sessions) produces equivalent or better comprehension than longer sessions while dramatically reducing time away from productive work.

### The delivery paradox

A platform that makes it easy to deliver training that employees forget isn't saving time - it's making it easier to waste time at scale. The real cost isn't the LMS subscription. It's the productive hours consumed by training that doesn't produce lasting knowledge.

# Feature-by-Feature Comparison

Dimension	TalentLMS	HeyLoopy
<b>Learning approach</b>	Course-based modules: self-paced or instructor-led	AI-generated daily micro-lessons with spaced repetition
<b>Content creation</b>	Manual course building, SCORM import, TalentLibrary add-on	Upload documents; AI generates training automatically
<b>Retention method</b>	Quiz at end of module, completion certificates	Spaced repetition + active recall, adaptive per learner
<b>AI capabilities</b>	Basic automation and reporting	AI coach from your knowledge base, content generation, adaptive difficulty
<b>Learner time</b>	30-90 min sessions per module	5-10 min daily micro-sessions
<b>Admin time</b>	Fast setup, but manual course building and maintenance	Upload docs once; AI handles ongoing training delivery
<b>Knowledge verification</b>	Completion tracking + quizzes	Continuous mastery assessment with gap identification
<b>On-demand help</b>	Search course library manually	AI coach answers questions from your institutional knowledge
<b>Compliance</b>	Certificate tracking, expiration reminders	Continuous reinforcement + verifiable mastery records
<b>Scalability</b>	Reviewer concerns at scale; content costs climb	AI-generated content scales with your documentation
<b>Standards</b>	SCORM 1.2, xAPI, Section 508	API-first; integrates with existing LMS as a complement
<b>Best for</b>	SMBs wanting a quick, affordable course delivery platform	Teams that need training to produce lasting, verifiable knowledge

# The Retention Argument

HeyLoopy's approach is built on three proven learning science principles that traditional LMS platforms don't implement:

## 1. Spaced Repetition

Instead of delivering all training in one session, HeyLoopy spaces content over time. Key concepts reappear at scientifically-optimized intervals - just before the learner would forget them. This transforms the forgetting curve from an enemy into an advantage: each retrieval strengthens the memory further.

## 2. Active Recall

Rather than asking learners to re-read or re-watch content, HeyLoopy requires them to retrieve answers from memory. This is harder than passive review, but it produces dramatically stronger retention. Every interaction is an assessment and a learning event simultaneously.

## 3. AI-Powered Personalization

The AI adapts to each learner's performance. Topics they've mastered appear less frequently. Topics where they struggle get more reinforcement. This means two employees working with the same training materials will have different daily experiences - each optimized for their specific knowledge gaps.

### Traditional LMS (TalentLMS)

- Complete a module once
- Pass a quiz at the end
- Receive a certificate
- Never revisit the material
- Forget 70% within a week
- Re-take annually for compliance

### AI Micro-Learning (HeyLoopy)

- 5-10 min daily sessions
- Active recall on every interaction
- Spaced repetition prevents forgetting
- AI adapts to individual gaps
- Continuous mastery verification
- Always audit-ready, not just annually

# Three Scenarios: How Each Platform Handles Real Training Challenges

## Scenario 1: New Employee Onboarding

**With TalentLMS:** You build an onboarding course (or series of courses) covering company policies, tools, procedures, and role-specific knowledge. The new hire completes them in their first week - typically several hours of modules. They get a completion certificate. Two weeks later, they're asking colleagues the same questions the training was supposed to answer.

**With HeyLoopy:** You upload your onboarding documents (handbook, SOPs, product guides). The AI generates a personalized training program. The new hire receives 5-10 minute daily sessions starting day one, covering the same material over 2-3 weeks with spaced repetition. They're productive from day one (sessions are short enough to allow real work), and the knowledge sticks because it's reinforced over time. When they have questions, the AI coach answers from your actual documentation.

## Scenario 2: Product Knowledge for Customer-Facing Teams

**With TalentLMS:** You create product training modules when new features launch. The sales team completes them. On the next customer call, they're still referring to cheat sheets because the training was a one-time event and the product changes faster than courses can be updated.

**With HeyLoopy:** You update your product documentation. The AI automatically incorporates new material into daily training sessions. The team is drilled on current product knowledge continuously. When a prospect asks a question, the AI coach provides the answer instantly - no searching through modules or documentation.

## Scenario 3: Compliance Refresher Training

**With TalentLMS:** Annual compliance training is assigned. Employees click through familiar slides, pass the quiz (often for the third or fourth time), and check the box. Between annual refreshers, policy knowledge degrades. If there's an audit or incident, you have completion records but not necessarily a workforce that actually knows the policies.

**With HeyLoopy:** Compliance policies are reinforced daily in small doses. The AI identifies which employees have gaps in specific policy areas and increases reinforcement for those topics. When regulators ask for evidence of training, you show continuous engagement data and per-employee mastery scores - not just annual completion timestamps.

# Pricing Analysis

## TalentLMS Pricing

- **Free plan:** Available with limited users and features
- **Paid plans:** Starting at \$119/month
- **TalentLibrary add-on:** Pre-built course library, additional cost
- **Enterprise:** Custom pricing for larger deployments

## Hidden Costs to Consider

The subscription price is only part of the total cost of ownership. With any traditional LMS, factor in:

- **Content creation time:** Someone has to build every course. For a 100-person company, initial course development can consume 40-80 hours of SME time.
- **Maintenance overhead:** Courses need updating when processes, products, or policies change. Gartner reviewers note TalentLMS content integration is "very complex."
- **Content library costs:** Gartner reviewers warn that "content costs can quickly climb beyond initial pricing estimates."
- **Ineffective training cost:** If 70% of training is forgotten within a week, the real cost is the wasted productive time - not the platform fee.

## HeyLoopy's Value Proposition

HeyLoopy eliminates the content creation bottleneck entirely. Upload your existing documents - handbooks, SOPs, product guides, policy manuals - and the AI generates training automatically. This eliminates the largest hidden cost of any LMS: the time spent building and maintaining courses.

### The real ROI question

The cheapest LMS isn't the one with the lowest subscription fee - it's the one that produces the most knowledge per dollar spent. If your \$119/month platform requires 80 hours of course creation and produces training that's largely forgotten, the actual cost per retained knowledge unit is significantly higher than a platform that generates training automatically and ensures retention through proven cognitive science.

# Migration and Coexistence

HeyLoopy is not a rip-and-replace proposition. Many organizations use HeyLoopy alongside their existing LMS - including TalentLMS.

## HeyLoopy complements your LMS

- **Keep your existing courses:** If you've invested in SCORM content, instructor-led training, or video libraries, those remain in your LMS.
- **Add retention to existing training:** Feed the same content into HeyLoopy to generate reinforcement sessions. Employees complete the course in your LMS, then retain it through HeyLoopy's daily micro-lessons.
- **Use HeyLoopy for institutional knowledge:** SOPs, handbooks, and documentation that don't fit neatly into a "course" are ideal for HeyLoopy's document-to-training pipeline.
- **Gradual transition:** Start with one use case (e.g., onboarding) and expand based on results. No big-bang migration required.

## Getting Started

1. Identify one training area where retention matters most (onboarding, compliance, product knowledge)
2. Upload the relevant documentation to HeyLoopy
3. AI generates a training program in minutes
4. Pilot with a single team and measure knowledge retention vs. your existing LMS approach
5. Expand based on data

# Recommendation

## Choose TalentLMS if:

- Your primary goal is course delivery and completion tracking
- You have dedicated L&D staff to build and maintain courses
- Your content changes slowly - annual or quarterly updates suffice
- You can invest weeks in course development before go-live
- Compliance requires completion certificates, not verified knowledge
- You need SCORM/xAPI compatibility for existing courseware

## Choose HeyLoopy if:

- You need employees to actually remember their training
- You want to turn existing documentation into training without manual course creation
- Your team is drowning in repetitive training questions that could be automated
- You need continuous compliance readiness, not annual checkbox exercises
- You want data on what your team knows, not just what they've completed
- You value AI-powered personalization that adapts to each learner

## Consider both if:

- You have existing SCORM content worth preserving but want to add retention to the mix
- Some training (instructor-led, video) stays in TalentLMS while document-based knowledge moves to HeyLoopy
- You want to run a pilot comparing retention outcomes before committing fully

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## Next Steps

Ready to see how HeyLoopy handles your training content? Start a free trial at [app.heyloopy.com/signup](https://app.heyloopy.com/signup) - upload a document and see AI-generated training in minutes. No credit card required.



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